



Key Education

Qualifications

MSc Pharmaceutical Engineering
BEng Chemical Engineering

Professional Training

NEBOSH Health & Safety
GMP Auditing
Level 2 HACCP



Key Skills

Technology Transfer
Manufacturing Operations
Equipment Qualification
Talent Management
GMP Auditing & Regulation



Challenge

In 2015, I was asked to help a German vaccines site to prepare for an important audit. I couldn't speak German, had no knowledge of vaccine manufacture, and was happy in the NW. Nevertheless, I agreed to support them until the role was established and a long term successor was appointed. This turned out to be one of my best ever decisions – I was personally challenged, but had not anticipated how many transferable skills I had acquired in my career to help me in the role. Ultimately, I was sad to leave and loved the experience, though my German is still poor!

My Advice

Don't be afraid to ask the "stupid" question – if you don't know the answer, I can guarantee that others in the room will be in the same position. Learn to be a great listener – this will benefit all aspects of your life, not just your career. Treat everyone fairly and politely, whether they are the janitor or company CEO.

Career Moves

Highly experienced (bio)pharmaceutical manufacturing practitioner, able to operate flexibly between functional leader and senior technical roles, including New Product Introductions and international experience.



Eli Lilly/Elanco

- Technology Transfer Manager for two major new production introduction initiatives – in-sourcing of a novel API spray coating product and scale up of a fermented enzyme product. Led projects from facility design and qualification, set-up of operational organisation, process validation/product registration and establishment of product supply chains.
- Secondment to set up Manufacturing Science & Technology (MSAT) organisation and to develop and execute a process and cleaning validation strategy for a newly acquired vaccines manufacturing facility in Germany.
- Various MSAT management roles, leading teams responsible for process validation, contract manufacturing, process development and biotech operations.
- Commissioning & Qualification Manager, supporting delivery of a \$50M biotech purification facility. Involved in project from inception/requirements definition through to successful validation and Regulatory approval.
- Engineering management roles, with responsibility for budget and personnel management, across process engineering, maintenance and automation functions.
- 15 years in Process Engineering roles, directly supporting manufacturing operations in the areas of bulk fermentation, veterinary product finishing (premix and spray drying) and biotech processing.

What Got Me Here

I wish I could say that my career was carefully planned, with defined annual targets and five-year plans, but this couldn't be further from the truth!

I ended up in the Pharma industry by luck more than anything – I visited a number of companies via the traditional “Milk Round” in my final year at University, and the Lilly site in Liverpool just seemed to have a nice environment, along with friendly staff, so I signed on the dotted line. After almost 35 years on site, I suspect I made the right choice! Lilly at the time were global leaders in the scale up and operation of biotechnology-based processes, so I was in the best place to learn about this fascinating and developing field.

The traits I valued most early in my career were hard work, positivity, trust and creativity and I tried to emulate these characteristics throughout my career, without particularly being ambitious for the next promotion. However, I enjoyed the work – I found it challenging, diverse and ever evolving – and particularly I took every opportunity to learn about the wider site operations, from raw materials ordering through to product supply to the customer, as I felt that this would inform my role in Engineering. In retrospect, this has hugely benefitted me in future roles, where I have been asked to lead complex and time-critical new product introductions.

Opportunities will come along in your career unexpectedly – I never actually formally applied for any of the roles I ended up doing at Lilly/Elanco! When they do, I'd urge taking a risk and moving out of your comfort zone, as this is the best way to keep fresh and develop yourself.

While I can reflect on some important technical achievements, the ones that I always feel good about are people related – when I've spotted talent, given people their first opportunity, and coached/mentored staff to help them achieve their goals and potential. I'd urge you to always find time to help others, as this is ultimately the most satisfying part of a working life.

